

RESOLUTION NO. 2012-44

**A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LAKE FOREST, CALIFORNIA,
ADOPTING A REVISED CLASSIFICATION PLAN
AND SALARY SCHEDULE**

THE CITY COUNCIL OF THE CITY OF LAKE FOREST DOES
HEREBY RESOLVE AS FOLLOWS:

WHEREAS, the Personnel Rules and Regulations for the City of Lake Forest provides for adoption, by resolution, of the Classification Plan and Salary Schedule; and

WHEREAS, the Classification Plan and Salary Schedule has been updated to implement a new pay structure, implement salary grade adjustments for sixteen (16) classifications, reclassify four (4) classifications, change the titles of four (4) classifications, add two (2) new classifications, and delete one (1) classification; and

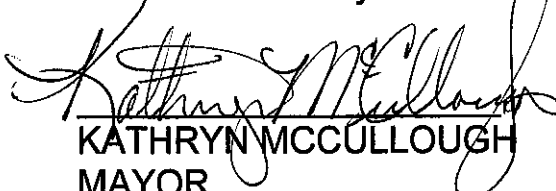
WHEREAS, the Classification Plan has been updated based on a recently completed analysis by Ralph Andersen and Associates; and

WHEREAS, it is necessary to adopt the Classification Plan and Salary Schedule by resolution.

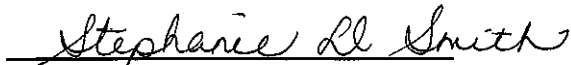
NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKE FOREST, CALIFORNIA, DOES HEREBY RESOLVE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. The revised Classification Plan and Salary Schedule for Full-Time Employees, implementing a new pay structure, implementing salary grade adjustments for sixteen (16) classifications, reclassifying four (4) classifications, changing the titles of four (4) classifications, adding two (2) new classifications, and deleting one (1) classification, attached hereto as Attachment I and incorporated herein by this reference, is hereby adopted with an effective date of July 9, 2012.

PASSED, APPROVED AND ADOPTED this 19th day of June 2012
by the following vote, to wit:


KATHRYN MCCULLOUGH
MAYOR

ATTEST:


STEPHANIE D. SMITH, CMC
CITY CLERK

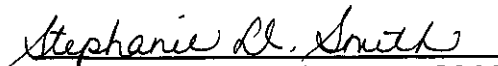
APPROVED AS TO FORM:


SCOTT C. SMITH
CITY ATTORNEY

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF LAKE FOREST)

I, Stephanie D. Smith, City Clerk of the City of Lake Forest,
California, do hereby certify that the foregoing Resolution No. 2012-44 was
duly passed and adopted at a regular meeting of the Lake Forest City
Council on the 19th day of June 2012, by the following vote, to wit:

AYES: COUNCIL MEMBERS: HERZOG, MCCULLOUGH,
RUDOLPH, VOIGTS
NOES: COUNCIL MEMBERS: NONE
ABSENT: COUNCIL MEMBERS: TETTEMER
ABSTAIN: COUNCIL MEMBERS: NONE


STEPHANIE D. SMITH, CMC
CITY CLERK

City of Lake Forest Regular Pay Structure and Budgeted Positions
FY 2012-2013
Effective July 9, 2012

Job Classification	Salary Grade	New Range Minimum	New Range Maximum	Number of Positions Authorized
City Manager				1
Assistant City Manager	73	\$12,276	\$15,959	1
Director of Management Services/ Deputy City Manager	69	\$11,121	\$14,458	1
Director of Public Works/City Engineer	69	\$11,121	\$14,458	1
Director of Development Services	67	\$10,586	\$13,761	1
Director of Finance	67	\$10,586	\$13,761	1
Director of Community Services	63	\$9,590	\$12,467	1
Engineering Services Manager/Assistant City Engineer	61	\$9,128	\$11,866	1
Planning Manager	59	\$8,688	\$11,294	1
Traffic Engineering Manager	59	\$8,688	\$11,294	1
Information Technology Manager	55	\$7,871	\$10,232	1
Principal Civil Engineer	55	\$7,871	\$10,232	1
Accounting Manager	53	\$7,492	\$9,739	1
City Clerk	53	\$7,492	\$9,739	1
Public Works Manager	53	\$7,492	\$9,739	1
Assistant to the City Manager	51	\$7,131	\$9,270	0
Public Safety Manager	51	\$7,131	\$9,270	1
Recreation Manager	51	\$7,131	\$9,270	2
Housing Manager	47	\$6,460	\$8,398	1
Senior Planner	47	\$6,460	\$8,398	2
Administrative Services Manager	45	\$6,149	\$7,993	1
Economic Development Manager	45	\$6,149	\$7,993	1
Senior Management Analyst	45	\$6,149	\$7,993	1
Water Quality Administrator	45	\$6,149	\$7,993	1
Public Works Supervisor	41	\$5,570	\$7,242	0
Associate Planner	39	\$5,302	\$6,893	1
Code Enforcement Supervisor	39	\$5,302	\$6,893	1
Management Analyst	39	\$5,302	\$6,893	3
Recreation Center Supervisor	39	\$5,302	\$6,893	1
Senior Landscape Inspector	39	\$5,302	\$6,893	1
Accountant	37	\$5,047	\$6,561	1
Senior Recreation Coordinator	37	\$5,047	\$6,561	3
Assistant City Clerk	35	\$4,803	\$6,244	1
Executive Assistant	35	\$4,803	\$6,244	2
Landscape Inspector	35	\$4,803	\$6,244	2
Management Assistant	35	\$4,803	\$6,244	0
Records System Coordinator	35	\$4,803	\$6,244	1
Senior Code Enforcement Officer	35	\$4,803	\$6,244	0
Assistant Planner	33	\$4,572	\$5,944	1
Code Enforcement Officer	31	\$4,352	\$5,657	2
Engineering Technician	31	\$4,352	\$5,657	1
Recreation Coordinator	31	\$4,352	\$5,657	0
Senior Building Permit Technician	29	\$4,142	\$5,385	1
Building Permit Technician	27	\$3,942	\$5,125	0
Human Resources Technician	27	\$3,942	\$5,125	1
Accounting Technician	25	\$3,752	\$4,878	1
Administrative Secretary	25	\$3,752	\$4,878	6
Community Preservation Technician	25	\$3,752	\$4,878	1
Facilities Maintenance Specialist	25	\$3,752	\$4,878	1
Records Specialist	25	\$3,752	\$4,878	1
Senior Office Specialist	21	\$3,399	\$4,419	5
Total				63

City of Lake Forest Regular Pay Structure and Budgeted Positions
FY 2012-2013
Effective July 9, 2012

Job Classification	Salary Grade	New Range Minimum	New Range Maximum
Recreation Specialist	H7	\$12.73	\$17.06
Senior Intern	H6	\$12.12	\$16.25
Senior Recreation Leader	H4	\$11.00	\$14.74
Intern	H3	\$10.47	\$14.03
Recreation Leader	H1	\$9.50	\$12.73

City of Lake Forest
Regular Pay Structure
Effective July 9, 2012

Monthly Rates				Equivalent Hourly Rates		
Pay Grade	Range Minimum	Range Maximum		Pay Grade	Range Minimum	Range Maximum
73	\$12,276	\$15,959		73	\$70.82	\$92.07
72	\$11,977	\$15,570		72	\$69.10	\$89.83
71	\$11,684	\$15,190		71	\$67.41	\$87.64
70	\$11,399	\$14,819		70	\$65.77	\$85.50
69	\$11,121	\$14,458		69	\$64.16	\$83.41
68	\$10,850	\$14,105		68	\$62.60	\$81.38
67	\$10,586	\$13,761		67	\$61.07	\$79.39
66	\$10,327	\$13,426		66	\$59.58	\$77.46
65	\$10,075	\$13,098		65	\$58.13	\$75.57
64	\$9,830	\$12,779		64	\$56.71	\$73.72
63	\$9,590	\$12,467		63	\$55.33	\$71.93
62	\$9,356	\$12,163		62	\$53.98	\$70.17
61	\$9,128	\$11,866		61	\$52.66	\$68.46
60	\$8,905	\$11,577		60	\$51.38	\$66.79
59	\$8,688	\$11,294		59	\$50.12	\$65.16
58	\$8,476	\$11,019		58	\$48.90	\$63.57
57	\$8,269	\$10,750		57	\$47.71	\$62.02
56	\$8,068	\$10,488		56	\$46.55	\$60.51
55	\$7,871	\$10,232		55	\$45.41	\$59.03
54	\$7,679	\$9,983		54	\$44.30	\$57.59
53	\$7,492	\$9,739		53	\$43.22	\$56.19
52	\$7,309	\$9,502		52	\$42.17	\$54.82
51	\$7,131	\$9,270		51	\$41.14	\$53.48
50	\$6,957	\$9,044		50	\$40.14	\$52.18
49	\$6,787	\$8,823		49	\$39.16	\$50.90
48	\$6,622	\$8,608		48	\$38.20	\$49.66
47	\$6,460	\$8,398		47	\$37.27	\$48.45
46	\$6,302	\$8,193		46	\$36.36	\$47.27
45	\$6,149	\$7,993		45	\$35.47	\$46.12
44	\$5,999	\$7,798		44	\$34.61	\$44.99
43	\$5,852	\$7,608		43	\$33.76	\$43.89
42	\$5,710	\$7,423		42	\$32.94	\$42.82
41	\$5,570	\$7,242		41	\$32.14	\$41.78
40	\$5,435	\$7,065		40	\$31.35	\$40.76
39	\$5,302	\$6,893		39	\$30.59	\$39.77
38	\$5,173	\$6,725		38	\$29.84	\$38.80
37	\$5,047	\$6,561		37	\$29.12	\$37.85

City of Lake Forest
Regular Pay Structure
Effective July 9, 2012

36	\$4,923	\$6,401		36	\$28.41	\$36.93
35	\$4,803	\$6,244		35	\$27.71	\$36.03
34	\$4,686	\$6,092		34	\$27.04	\$35.15
33	\$4,572	\$5,944		33	\$26.38	\$34.29
32	\$4,460	\$5,799		32	\$25.73	\$33.45
31	\$4,352	\$5,657		31	\$25.11	\$32.64
30	\$4,246	\$5,519		30	\$24.49	\$31.84
29	\$4,142	\$5,385		29	\$23.90	\$31.07
28	\$4,041	\$5,253		28	\$23.31	\$30.31
27	\$3,942	\$5,125		27	\$22.74	\$29.57
26	\$3,846	\$5,000		26	\$22.19	\$28.85
25	\$3,752	\$4,878		25	\$21.65	\$28.14
24	\$3,661	\$4,759		24	\$21.12	\$27.46
23	\$3,572	\$4,643		23	\$20.61	\$26.79
22	\$3,484	\$4,530		22	\$20.10	\$26.13
21	\$3,399	\$4,419		21	\$19.61	\$25.50
20	\$3,317	\$4,312		20	\$19.13	\$24.87
19	\$3,236	\$4,206		19	\$18.67	\$24.27
18	\$3,157	\$4,104		18	\$18.21	\$23.68
17	\$3,080	\$4,004		17	\$17.77	\$23.10
16	\$3,005	\$3,906		16	\$17.33	\$22.54
15	\$2,931	\$3,811		15	\$16.91	\$21.99
14	\$2,860	\$3,718		14	\$16.50	\$21.45
13	\$2,790	\$3,627		13	\$16.10	\$20.93
12	\$2,722	\$3,539		12	\$15.70	\$20.42
11	\$2,656	\$3,452		11	\$15.32	\$19.92
10	\$2,591	\$3,368		10	\$14.95	\$19.43
9	\$2,528	\$3,286		9	\$14.58	\$18.96
8	\$2,466	\$3,206		8	\$14.23	\$18.50
7	\$2,406	\$3,128		7	\$13.88	\$18.04
6	\$2,347	\$3,051		6	\$13.54	\$17.60
5	\$2,290	\$2,977		5	\$13.21	\$17.18
4	\$2,234	\$2,904		4	\$12.89	\$16.76
3	\$2,180	\$2,834		3	\$12.58	\$16.35
2	\$2,126	\$2,764		2	\$12.27	\$15.95
1	\$2,075	\$2,697		1	\$11.97	\$15.56

City of Lake Forest
Hourly Pay Structure
Effective July 9, 2012

Pay Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
H12	\$16.25	\$17.06	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77
H11	\$15.47	\$16.25	\$17.06	\$17.91	\$18.81	\$19.75	\$20.74
H10	\$14.74	\$15.47	\$16.25	\$17.06	\$17.91	\$18.81	\$19.75
H9	\$14.03	\$14.74	\$15.47	\$16.25	\$17.06	\$17.91	\$18.81
H8	\$13.37	\$14.03	\$14.74	\$15.47	\$16.25	\$17.06	\$17.91
H7	\$12.73	\$13.37	\$14.03	\$14.74	\$15.47	\$16.25	\$17.06
H6	\$12.12	\$12.73	\$13.37	\$14.03	\$14.74	\$15.47	\$16.25
H5	\$11.55	\$12.12	\$12.73	\$13.37	\$14.03	\$14.74	\$15.47
H4	\$11.00	\$11.55	\$12.12	\$12.73	\$13.37	\$14.03	\$14.74
H3	\$10.47	\$11.00	\$11.55	\$12.12	\$12.73	\$13.37	\$14.03
H2	\$9.97	\$10.47	\$11.00	\$11.55	\$12.12	\$12.73	\$13.37
H1	\$9.50	\$9.97	\$10.47	\$11.00	\$11.55	\$12.12	\$12.73

Job Classification

Grade

Recreation Leader	H1
Intern	H3
Senior Recreation Leader	H4
Senior Intern	H6
Recreation Specialist	H7